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ABSTRACT

This report is a digest of testimony presented at a hearing, conducted by the Los Angeles County Commission on Human Relations, on discrimination against immigrants and refugees. The hearing featured 27 presentations from representatives of a wide range of organizations and concerns. Nine major areas of concern were identified, including: education; employment; health care; housing; the Immigration and Naturalization Service; mental health; image; social service; and intergroup conflict. Each of these areas is covered in a separate sub-section of the report. According to an executive summary, immigrants and refugees were reported to have faced discrimination at various levels. There was testimony presented on direct acts of discrimination by individuals, groups, and institutions. Presenters noted many instances of prejudice which were thought to result in discriminatory treatment. Finally, presenters cited institutional policies and practices which had a discriminatory and negative effect upon immigrants and refugees. The executive summary includes a list of commission findings and two major recommendations: (1) The Los Angeles County Board of Supervisors should continue to work for a comprehensive, effective, and equitable national immigration law (specific components of such a low are listed); (2) the Board should direct the Director of the Department of Health Services to conduct a comprehensive study of practices in connection with the Ability-To-Pay program and complaints of discrimination in that program. A list of hearing presenters is appended. (KH)

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PLIGHT OF THE NEW AMERICANS:

DISCRIMINATION AGAINST IMMIGRANTS AND REFUGEES

UD024755

A Report by:
Los Angeles County Commission on Human Relations
November 1985

PLIGHT OF THE NEW AMERICANS: DISCRIMINATION AGAINST IMMIGRANTS AND REFUGEES

Report on a Public Hearing Sponsored by
the Los Angeles County Commission on Human Relations

November 1985

Los Angeles County Commission on Human Relations
320 West Temple Street, Suite 1184
Los Angeles, California 90012

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Acknowledgments

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The Commission is indebted to the twenty-seven persons who testified at the hearing and whose names and organizational affiliations are listed at the end of the report. The Commission expresses its appreciation to the City of Monterey Park for the use of their City Council Chambers.

I. EXECUTIVE SUMMARY

Introduction

On Thursday, April 18, 1985, the Los Angeles County Commission on Human Relations conducted a hearing on Discrimination against Immigrants and Refugees. The hearing, convened in the Monterey Park City Council Chambers, featured 27 presentations on immigrant and refugee issues. Presenters represented a wide range of organizations and concerns, and they are listed in Appendix A of this report.

Los Angeles County is the home of 1.6 million foreign-born persons, according to the 1980 Census figures. These figures indicate that no other county in the entire nation has so large a foreign-born population. Immigrants and refugees have made valuable contributions to Los Angeles County's economic growth, and have added greatly to the diversity of perspectives, cultures, food, music, languages, and traditions that enrich the County.

Diversity, inevitably, has been accompanied by intergroup tension and conflict, often manifested by acts of discrimination, vandalism, and violence. The Commission, concerned with reports of rising anti-immigrant, anti-refugee sentiment, convened this hearing with the following objectives:

1. To identify the extent of the problem, the persons affected, types of discrimination, manifestation of discrimination, and causes of discrimination.

2. To initiate communication among agencies and community organizations toward planning strategies aimed at reduction and resolution of the problem.

3. To analyze testimony presented at the hearing and issue a report, including findings and recommendations.

Presenters identified many areas of concern, including education, employment, health care, housing, Immigration and Naturalization Service, mental health, image, social services, and intergroup conflict. Each of these areas is covered in a separate sub-section of this report.

Immigrants and refugees were reported to have faced discrimination at various levels. There was testimony presented on direct acts of discrimination by individuals, groups, and institutions. Presenters noted many instances of prejudice which were thought to result in discriminatory treatment. Finally, presenters cited institutional policies and practices which had a discriminatory and negative effect upon immigrants and refugees.

This report is a digest of these presentations. The complete text, or audio-tape recordings, of all testimony is on file at the Commission office and is available to the public.

Immigrants, documented or undocumented, are generally persons who come to the United States from another country in order to improve their economic situation or reunite with other family members. Refugees are generally persons who come to the United States in order to flee from political or social unrest, war, or religious persecution. In this report, the Commission has often referred jointly to immigrants and refugees although they are distinct groups with different experiences in adjusting to this community. When they are mentioned jointly, it is being suggested that they have been similarly affected due to similar problems with language, acculturation, and discrimination.

The views expressed at the hearing obviously were those of the presenters and do not necessarily reflect those of the Commission. The Commission, however, believes that perceptions are often as important as factual data, and has taken this into account in developing its own findings and recommendations. These findings and recommendations focus on discrimination and intergroup tension, and ways in which they might be reduced, since these are the Commission's fundamental concern.

Commission Findings

1. Hostile attitudes toward immigrants and refugees, who are perceived as social and economic threats and heavy users of social services, are widespread among the general public.

2. Numerous forms of employment discrimination and exploitation are a major problem for immigrants and refugees.

3. The Immigration and Naturalization Service has targeted Latinos and Asians in workplace raids, resulting in discriminatory treatment of Latino and Asian immigrants and refugees and numerous Latinos and Asians who are American citizens.

4. It is widely reported that immigrants are often denied equal access to health care, and are deterred from seeking it, by the County Department of Health Services through its practice of not informing immigrants of the Ability-To-Pay program and coercion to apply for Medi-Cal, with the attendant threat of deportation.

5. There is a general lack of bilingual staff and materials in education, health and mental care, and other social services, which seriously affects immigrants and refugees. Immigrants and refugees, in addition, very often do not receive employment opportunities, social services, and various forms of needed information on such opportunities and services due to inadequacy of outreach by public and private agencies. This is considered by some to be discrimination against immigrants and refugees, by others to be an unavoidable result of limited resources and a social policy which gives priority to American citizens and English-speaking persons.

Commission Recommendations

1. The Board of Supervisors should continue to work for a comprehensive, effective, and equitable national immigration law which includes the following essential components:

   a. There should be strict and vigorous enforcement of the wage and hour provisions of the Fair Labor Standards Act and the health and safety provisions of the Occupational Safety and Health Act.

   b. There should be a visa allocation system that maintains strong family reunification provisions, and additional funds should be allocated to the INS to clear the existing backlog of persons who have applied for visas.

   c. There should be a comprehensive and equitable amnesty provision.

   d. There should be a provision for Federal reimbursement to those local governments, such as Los Angeles County, that are providing a disproportionate number of services to immigrants, no matter what amnesty provisions are included in the law.

   e. If the law contains employer sanctions for the hiring of undocumented workers, there should also be a strong anti-discrimination provision.

   f. The law should establish an advisory commission to consult with Mexico and other nations on such issues as temporary workers, illegal immigration into the United States, and the economic causes of such immigration.

2. The Board of Supervisors should direct the Director of the Department of Health Services to conduct a comprehensive study of practices in connection with the Ability-To-Pay program and complaints of discrimination in that program, including a report back to the Board within one month.

In previous reports to the Board of Supervisors, the Commission has made recommendations that cite the need for improved bilingual services, cultural awareness staff training, and programs that bring attention to the positive contributions of diverse ethnic and cultural groups that are making Los Angeles County their home.

The Commission on Human Relations is planning a major program in 1986 to deal with public perceptions of immigrants and refugees and will keep the Board apprised of this effort.

II. TESTIMONY

Education

Education was among the most often cited areas where discrimination against immigrants and refugees occurred. Presenters reported on specific problem areas, such as bilingual education, cultural sensitivity, overcrowding, and general attitude, which often serve to deprive immigrants of equal educational opportunity.

Most educators who testified concurred that the absence or ineffective implementation of bilingual education is discriminatory. Mr. Sarkis Ghazarian of the Armenian Relief Society stated that the Los Angeles Unified School District (LAUSD) was not in compliance with existing codes requiring schools with a high proportion of non-English speaking students to provide bilingual programs. Even schools which had bilingual programs frequently failed to provide bilingual teachers for special elective courses, said Ms. Raquel Gutierrez of the Garvey School District. Dr. Reynaldo Macias of the University of Southern California Center for Multilingual and Multicultural Research cited lack of bilingual teachers, lack of bilingual materials, and lack of financial support as causes for the failure of bilingual education to meet the needs of immigrants and refugees.

Lack of cultural sensitivity, stated Macias, is another problem area. Immigrant and refugee students are often placed in inappropriate classes given their level of English proficiency, become overwhelmed, and ultimately drop out of school altogether. Students also suffer socially as well as academically due to cultural insensitivity, since this inhibits cross-cultural socialization among students. Students thus inhibited tend to remain "locked-out" of a significant part of the educational experience. Lack of sensitivity even extends beyond the school into the home. School officials fail to communicate with parents concerning such extra-curricular events as field trips. The parents are left unaware of the reason for, and value of, such activities, refuse to sign consent forms, and immigrant and refugee students are deprived of significant educational opportunities.

Ms. Lisa Javier of Search to Involve Pilipino* Americans and the Asian Pacific Planning Council noted that LAUSD personnel erroneously misidentify Pilipino immigrant students, since many have Spanish surnames. Those who are properly identified are usually assumed, often wrongly, to have English proficiency, based on the colonial relationship between the United States and the Philippines. She further stated that newly arrived Pilipino students are sometimes accused of gang affiliations based solely on their style of dress, and have been categorized as educationally handicapped because they cannot speak English.

Overcrowding is a serious problem in the Los Angeles Unified School District, and its impact is most severely felt in the immigrant and refugee community. Gutierrez explained that 94 schools are now on year-round schedules due to overcrowding. These schools are in predominantly non-White areas, and serve a large number of immigrant and refugee students. Javier added that

* *Pilipino has become increasingly the preferred term to refer to people of the Philippines. However, there are some established groups that still use the term Filipino in their official name.*

this year-round schedule deprives students of the opportunity to hold summer jobs. Students may end up dropping out because immigrant and refugee families need all family members working in order to feed, clothe, and house the family. Those who continued swelter in un-air-conditioned classrooms during the heat of summer, an atmosphere which is not conducive to effective learning.

Macias and Gutierrez both noted that general attitudes of educators towards immigrant and refugee students may be viewed as discriminatory. According to Macias, schools serving large immigrant and refugee students populations set lower standards, while Gutierrez cited a lack of enthusiasm and commitment among educators. Both agreed that educators need to revise their attitudes, discard stereotypes, and work to involve the families and communities of immigrants and refugees in the educational process.

Employment

Employment was mentioned as frequently as education as an area plagued by discrimination against immigrants and refugees. Discrimination takes such forms as wage disparities, refusal to accept education, experience, and licenses obtained abroad, arbitrary termination, and harassment.

According to Mr. Humberto Camacho of the United Electrical, Radio and Machine Workers Union, immigrants and refugees are hired for the least desirable, lowest paid positions. If these workers are undocumented, employers capitalize on workers' deportation fears in order to pay even lower wages and force employees to accept unsafe working conditions. This, stated Camacho, is a common form of exploitation.

A representative of Filipino American Service Group, Ms. Connie Guerrero, testified about discrimination practiced against immigrants and refugees who are trained or certified professionals. She stated that some certification examinations have been designed to restrict entry to professional ranks and that these tests go beyond testing professional expertise to requiring cultural conformity. She added that many of these immigrants and refugees are highly trained medical professionals who are forced to accept other, non-medical positions in order to survive. Ms. Guerrero also cited discriminatory practices by the Los Angeles County Departments of Health Services and Public Social Services in promotional considerations, citing a number of Pilipino cases. She explained that these Asians were well qualified, senior employees, yet were not selected due to their Pilipino accent.

Humberto Camacho stated that immigrants and refugees have been terminated without just cause and cited employee terminations following on-the-job injuries. He further noted that a tight job market leads to termination of immigrants and refugees first, and said employers suddenly add English language fluency to job specifications when workers are slated for layoffs.

Several presenters cited harassment in the workplace as an employment problem for immigrants and refugees. This harassment takes many forms, including

name calling and threats about immigration officers. Antonio Rodriguez of the Los Angeles Center for Law and Justice noted that workers who try to organize and unionize are often fired.

Health

Many persons testifying at the hearing stated that immigrants and refugees face discrimination at every turn when seeking health care services.

Representatives of both the International Justice Fund for Immigrants and Refugees and the Central American Refugee Committee testified that the Los Angeles County Department of Health Services is guilty of failing to inform immigrants and refugees of the Ability to Pay Plan. They are, instead, urged to apply for Medi-Cal. Many fail to do this because the Immigration and Naturalization Service (INS) will receive a copy of their application, including their names and addresses. These immigrants and refugees, both documented and undocumented, fear INS officials. At the same time, they cannot afford the cost of medical treatment. Therefore, they are effectively barred from receiving health care because they cannot afford the fees.

Ms. Sarah Martinez of the Central American Refugee Committee and Mr. Thach Suon of the Indochinese Refugee Service Center highlighted public health agencies' discrimination against refugee communities by not providing comprehensible health education information to them. Since most of the Central American and Indochinese refugees are non-English speaking, both Ms. Martinez and Mr. Suon agreed that the almost exclusively English health education programs and literature are thus unavailable to non-English speaking immigrants and refugees. They also concurred that bilingual written materials and health care workers are essential to equal access to health care.

Lack of cultural sensitivity was also identified as a source of discrimination. Health care delivery service personnel lack understanding of immigrant and refugee diets, lifestyles, and past medical treatment history. Fear of Western medical techniques such as drawing blood and chest X-rays is not understood by medical workers. Suon also stated that many immigrants arrive in poor health, have never had health care, and suffer from tuberculosis or parasites. Lack of communication and cultural awareness inhibits these patients from understanding the concept of long-term therapy for such illnesses.

Housing

Immigrants and refugees face discrimination in housing, according to Ms. Annabella Hwa of the California State Department of Fair Employment and Housing (DFEH), Mr. Diego Cardoso of the Westside Fair Housing Council, and Ms. Aileen Schlef of the Fair Housing Congress of Southern California.

Hwa noted that DFEH receives frequent complaints about evictions, denial of tenancy, and illegal rent increases. She believes that most immigrants and refugees are not familiar with DFEH or other agencies, and do not turn to them for help. Therefore, discrimination may be more common than her records indicate.

Cardoso reported the prevalence of sub-standard housing among immigrants and refugees. He noted that many live with numerous health and safety violations, while paying a greater proportion of their income for housing than the average non-immigrant. Many fear to complain, lest they be threatened with a visit from INS.

According to Schlef, a major problem facing immigrants, refugees, and low income people in general, is the scarcity of decent, affordable housing in Los Angeles County. She noted that immigrant and refugee families tend to be larger, often embracing an extended family group. This puts these families at an even greater disadvantage in their quest for suitable housing. She closed by pointing to a problem she called "Apartheid America," stating that most Whites still live in predominantly White neighborhoods and close to half of all Latinos live in Latino-majority neighborhoods. These statistics, she said, were compiled by the Southern California Association of Governments (SCAG) in a three-volume report and indicate that immigrants and refugees are seemingly unwelcome in many areas of American life.

Immigration and Naturalization Service

The United States Immigration and Naturalization Service (INS) was mentioned by several presenters as a source of discriminatory treatment.

The hearing's opening presenter, Mr. Omer G. Sewell, Deputy District Director of INS, defended the agency, saying no discrimination was practiced by INS. He praised the cultural and economic contributions immigrants and refugees have made to this country, and explained INS definitions, categories, and quotas. He stated that the U.S. permits 500,000 legal immigrants per year, with limitations of 20,000 from each country of origin. After defining immigrants, non-immigrants, and refugees, he stated that most of the Central Americans entering Los Angeles County are "economic refugees," and not true refugees. According to Sewell, the United States State Department, not INS, determines which countries' citizens may be categorized as refugees.

Antonio Rodriguez, Director of the Los Angeles Center for Law and Justice, stated that INS policies are discriminatory because they have a serious impact on people of color. He pointed out that INS raids routinely round up dark-skinned Latinos and Asians, many of whom are legal residents, while undocumented workers from Europe, Canada, and Australia are ignored by INS agents.

He reported that INS erroneously informs employers that they are subject to fines and incarceration if they rehire workers who are legally contesting deportation. In fact, in National Center for Immigrant Rights vs. Immigration and Naturalization Services, the court ruled that an individual may continue to work while protesting deportation. He further stated that INS routinely violates immigrants' and refugees' Fifth Amendment right, the right to remain silent.

All of the policies of INS, according to Rodriguez, result in racial discrimination because people are afraid to employ, rent to, or otherwise serve Latinos and Asians. This, he said, has a negative impact on American born persons of Latino or Asian descent.

Linda Wong, an immigration attorney for the Mexican-American Legal Defense and Educational Fund (MALDEF), spoke of INS policies which result in discrimination in public entitlement programs. She explained the Systematic Alien Verification for Entitlements (SAVE) programs, which identify and screen out undocumented persons from unemployment insurance, food stamps, welfare benefits, Medi-Cal, and other programs. She provided information on INS computer records which indicated large numbers of undocumented persons when most were actually proven to be legal residents or merely had insufficient records. These persons were denied benefits to which they were actually entitled. Mr. Pete Fajardo of the Asian Community Services Center accused the INS of delaying action on petitions for naturalization by Pilipinos and other Asians. He said INS makes unreasonable demands for tax returns of relatives and other documents not called for under INS regulations. This is a special problem for Asian elderly, he said, perhaps aimed at depriving them of Social Security and other senior citizen benefits, and he deemed it a "selective exercise of discrimination."

Other areas of discrimination covered by presenters included the deportation of U. S. born children of immigrants and refugees and INS involvement with County Health officials in determining the residency status of Medi-Cal applicants.

Mental Health

Immigrants and refugees have often been exposed to the worst possible social conditions. Exposed to war, violence, homicide, starvation, and terrorism, they arrive in this country with little or nothing, sometimes as the sole survivors of their families. These people have fled mainly from Southeast Asia and Central America. According to William Arroyo, M.D., Assistant Director of Los Angeles County/USC Outpatient Child Psychiatry Clinic, many suffer from nightmares, "survivor guilt," stress, and suicidal depression. He described INS detention of these children as significantly different from the treatment of Soviet or Cuban refugees, and stated that this institutional "hostility" inhibits effective delivery of mental health services.

Judy Chu, Ph.D. of the UCLA Asian American Studies Center cited the serious mental health problems seen in the hundreds of thousands of Vietnamese refugees. Stress, broken families, change in status, different roles of women, children and elders, all combine to cause mental upheaval. Adjustment problems are common, including "learned helplessness," which make these refugees vulnerable to repetitive dependency and failure.

These points were repeated by Ms. Lavinia Limon, President of the Los Angeles County Refugee Forum. She pointed to the lack of bilingual personnel and materials available through the County Department of Mental Health as a

primary form of discrimination. Lack of cultural awareness and the expectation that immigrants should be grateful and conform to American lifestyles were cited as forms of discrimination. Ms. Limon also testified that in an attempt to remove refugees from welfare rolls funds needed for mental health programs are channeled into employment development programs. She closed by citing the need to hire bilingual, culturally sensitive mental health care professionals in order to alleviate discriminatory service delivery.

Image and Perception

Immigrants and refugees, according to presenters, often suffer discrimination based on image and perception. The native-born population may have formed strong opinions about immigrants and refugees not by personal experience, but rather through media portrayal.

Ms. Sumi Haru of the Association of Asian Pacific American Artists described media presentations of Asian and Pacific Islanders as sly and treacherous people. She further noted that many people are under the impression that all Asians are immigrants and refugees, when in fact many have roots in America going back several generations. She went on to accuse the media of accentuating only the negative, citing publicity given to the Black-Korean conflict in South Central Los Angeles, stories about Asian criminals, and the portrayal of Asians as a social and economic threat. The Reagan Administration's deregulation of the Federal Communications Commission (FCC), she claimed, will further inhibit the Asian community's struggle for balanced presentation, leading to greater public ignorance and negative attitudes.

Mr. Humberto Camacho asserted that media portrayals of immigrants and refugees as a drain on public resources and employment leads to negative attitudes and discriminatory behavior towards these newcomers, and also towards native born people of color.

Arabs have fared no better at the hands of all the media, explained Mr. Alex Odeh of the American Arab Anti-Discrimination Committee.* He stated that the public has been constantly exposed to negative Arab stereotypes, ranging from the 1962 pop record "Ahab the Arab" to "The Shiek," a 1921 film depicting Arabs as lusty abductors of women. Arabs, he claimed, were often depicted as slave owners, as terrorists, and as murderers. This results in increased hostility toward all people of Arab descent, but especially toward immigrants and refugees, who are perceived as more "exotic" and ominous. Mr. Odeh feels also that law enforcement officers have stereotypical and negative views of the Arab community.

Yoon Hee Kim of the Korean American Coalition accused the print and electronic media of fostering negative, inaccurate stereotypes of Koreans. She noted that Koreans are the fastest-growing Asian group in Los Angeles County, according to a United Way study, having experienced a 600 percent population

**Mr. Odeh was murdered on October 11, 1985, in a bomb blast at the office of the American Arab Anti-Discrimination Committee in Santa Ana.*

increase between 1970 and 1980. Much of this rapid growth comes from recent immigration. When Korean immigrants arrive here, they are faced with having to overcome their image, created by media attention to such negative situations as the recent Black-Korean tensions and Time magazine's portrayal of Koreans as "the Mortimer Snerds of the Asian community."

Presenters noted that the distorted image of immigrants and refugees is a major cause of discrimination, as many people simply accept the stereotypes instead of seeking the truth.

Social Services

The delivery of, and access to, social services was identified by some presenters as an area of discrimination against immigrants and refugees.

Denial or termination of services was mentioned by Ms. Linda Wong, who outlined the Systematic Alien Verification for Entitlements (SAVE) program, which is described in the Immigration and Naturalization Service section of this report. She testified about the impact this discrimination has on both documented and undocumented Asian and Latino families. She cited a United States General Accounting Office (GAO) audit of the SAVE program which concluded that of 136 persons denied benefits, 50 were legal residents, 81 had no records in the INS computer file, and 5 were proved to be documented.

Lack of services and inadequate levels of service were also identified by presenters as discriminatory. Absence or scarcity of bilingual, bicultural personnel was most often mentioned as the cause of the problem. Several presenters, including Mr. Kent Wong, Ms. Lavinia Limon, and Ms. Yoon Hee Kim, cited the lack of bilingual service workers as a means of discouraging the use of services by immigrants and refugees. Examples of such exclusions included the absence of Asian Pacific teams in the Community Youth Gang Services program, insufficient members of Indochinese personnel in many County departments, and inadequate numbers of bilingual workers providing legal assistance.

Mr. Sarkis Ghazarian noted that government agencies, by identifying immigrants and refugees by country of origin, fail to count Armenians as Armenians. Since the "homeland" no longer exists, Armenians are categorized as Lebanese, Soviet, or other national origin. This, he stated, leads agencies to believe that no Armenian bilingual services need to be provided by these agencies. He further stated that instead of hiring bilingual, culturally sensitive personnel, government agencies call the Armenian Relief Society and expect translation and other services free of charge. He believes this to be discriminatory because the agencies will hire other bilingual workers but expect Armenian bilingual services to be free. This reduces both employment opportunities for bilingual persons and the ready availability of bilingual, bicultural services to the Armenian community. Other presenters cited similar problems, noting that the Asian and Hispanic communities also suffer from the same problem.

Intergroup Tension and Conflict

Of all forms of discrimination, intergroup conflict is perhaps the most threatening. Presenters cited racial confrontations in the San Gabriel Valley, the San Fernando Valley, and other areas, which culminated in physical assaults against immigrant, refugees, and native-born Asians and Latinos.

Kent Wong of the Asian Pacific American Legal Center also cited the 1984 "English only" ballot measure, and "English only" policies in general, as evidence of mounting hostility toward immigrants and refugees.

Much of this hostility, claimed presenters, has its roots in the media-fed perception that immigrants and refugees pose a social and economic threat. Presenters testified that violence directed at Asian and Latino immigrants and refugees will continue to be a problem as long as bigotry exists. Many believe that intergroup conflict stems not only from bigotry, but also from cultural misunderstanding, citing the Black-Korean tensions in South Central Los Angeles as an example of the latter.

Competition was also pointed to as a source of conflict. Many Americans are angry at the United States' trade deficit with Japan and the success of Japanese products, such as automobiles and electronic equipment, in the American market place. This anger results in hostility toward Japanese and other Asian people which may have tragic consequences. Latinos are viewed by many as a drain on both social services and employment opportunities. The perception that Latino immigrants and Asian refugees consume vast quantities of public funds, and take jobs away from American workers, has led to increased hostility directed at Latinos and Asians in Los Angeles County.

CHR:GML
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Appendix

Hearing Presenters

Omer G. Sewell, Deputy District Attorney
Immigration and Naturalization Service

Antonio Rodriguez, Executive Director
Los Angeles Center for Law and Justice

Sumi Haru, Second Vice President
Association of Asian Pacific American Artists

Reynaldo Macias, Ph.D., Director
USC Center for Multilingual, Multicultural Research

Liza Javier, Director
Search to Involve Pilipino Americans

Raquel Gutierrez, Chairperson
Education Equity Committee, Garvey School District

Alex Odeh, Director
American Arab Anti-Discrimination Committee

Lavinia Limon, President
Los Angeles County Refugee Forum

Sister Modesta Helguerra, Executive Vice-President
United Neighborhood Organization

Jessie Franco, Ph.D., Assistant Superintendent
Carol M. Porter, Project Director
Refugee Employment Training Project
Los Angeles Unified School District

Judy Chu, Ph.D., Visiting Lecturer
UCLA Asian American Studies Center

William Arroyo, MD, Assistant Director
County of Los Angeles/USC Outpatient Child Psychiatry

Peter Schey, Director
International Justice Fund for Immigrants and Refugees

Cynthia Anderson, Social Service Coordinator
Central American Refugee Committee

Thach Suon, Health Educator
County of Los Angeles
Indochinese Refugee Service Center

Sarah Martinez, President
Central American Refugee Committee

Linda Wong, Staff Counsel and Director
Immigrants Civil Rights Program
Mexican American Legal Defense and Educational Fund

Humberto Camacho, Southwest District Organizer
United Electrical, Radio, and Machine Workers of America

Kent Wong, Staff Attorney
Asian Pacific American Legal Center

Pete Fajardo, Community Analyst
Asian Community Service Center

Connie Guerrero, Executive Director
Filipino American Service Group, Inc.

Annabella Hwa, District Administrator
State of California
Department of Fair Employment and Housing

Yoon Hee Kim, Vice President
Korean American Coalition

Sarkis Ghazarian, Director
Armenian Relief Society

Aileen Schlef, Director
Fair Housing Congress of Los Angeles
Diego Cardoso, Community Organizer
Westside Fair Housing Council